ARMY RESERVE

ARMY RESERVE MAGAZINE Summer-1985

How to Stay in the USAR AND Keep Your Civilian Job

During basic training at Fort Knox, Ky., Army Reservists check each other's gear before a three-mile march.

Photo by Richard Lee

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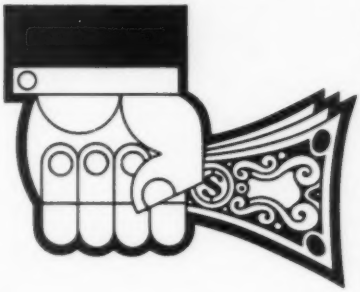

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Front Cover by Russ Roederer

Rear Cover by Richard Lee

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BDUs: One hot, two temperate

Uniforms, Space A PX and Promotion

■ **We've been asked to repeat the wear-out dates for men's and women's uniforms.** The men's Army Tan must go by September 30, 1985; the Utility uniform is no good after September 30, 1986. The women's Army Mint Green Summer, Army Green, Utility and Pantsuit uniforms bite the dust on September 30, 1986.

■ **Planning to fly Space Available (Space A) on a Military Airlift Command (MAC) flight?** Be careful to use the new DD Form 1853 (Authentication of Reserve Status), dated April 1, 1984. The older version of the form, dated March 1, 1974, is acceptable only until April 30, 1985, and then only if your commander enters—in ink—the 30 day period you're authorized to travel. The new form has a block to specify the 30 day authorized period. Points to remember: you can register for MAC travel up to 14 days before you travel, and you'll need your red Reserve ID card in addition to the DD Form 1853.

■ **Use—don't lose—exchange (PX) privileges: look closely at your Reserve unit pay Leave and Earnings Statement (LES).** The LES is good for six months. In other words, if you attended drill in January . . . you can take advantage of PX privileges earned by your January attendance through the following June. Yes, you'll probably receive January's LES two months later, in March.

■ **A new form will be used when Reservists are considered for promotion to grades E-5 through E-9.** The revised Promotion Point Worksheet (DA Form 3355) should be distributed soon. Promotion authorities should start using it in May or June. Duty performance points have been boosted from 150 to 200. The same goes for points awarded for Skill Qualification Tests (SQT). Points will be awarded for military training, and time-in-service and time-in-grade points have been scratched. Physical fitness, self-discipline, professional competence and "a commitment to self-improvement and achievement" are emphasized.

■ **Army Reserve units may qualify for the Community Relations Award for Excellence.** The award is presented by the Chief of Public Affairs, Department of the Army. Individuals or organizations can submit entries at any time. Each entry should be no longer than two single-spaced, typed pages and should summarize the planning, execution and results of community relations efforts. There should be additional materials explaining what's undertaken. Originality and imaginative use of resources are important considerations in selecting winners. Entries should be sent through command channels to: HQDA, ATTN: SAPA-CR, Washington, D.C., 20310-1500.

■ **Has your unit ordered YOUR Family Assistance Handbook for Mobilization (DA Pam 360-525)?** Every U.S. Army Reserve unit member *should* have one. Units should use DA Form 4569 and send requests to: U.S. Army AG Publications Center, 2800 Eastern Blvd., Baltimore, Md. 21220.

■ **Army Reservists should have one set of the Hot Weather Battle Dress Uniform (HWBDU) and two of the (presently issued) Temperate Battle Dress Uniform (TPDU).** This is the "mix" upon which the Department of the Army has decided. The HWBDU is scheduled to be issued in fiscal year 1986. It may slip until FY 87.

■ **Notice new full-time Reservists serving in your unit?** They're part of the Army's Full Time Unit Support (FTUS) program, and a new videotape will soon be arriving at your Reserve Center to explain what FTUS is all about. It's produced by U.S. Army Forces Command, and will open with FORSCOM's CG, Gen. Sennewald, who'll provide an update. The tape's topics include FTUS models, and the Active Guard/Reserve (AGR) program and how it pertains to FTUS. Forces Command believes that the tape will be out in late spring or early summer.

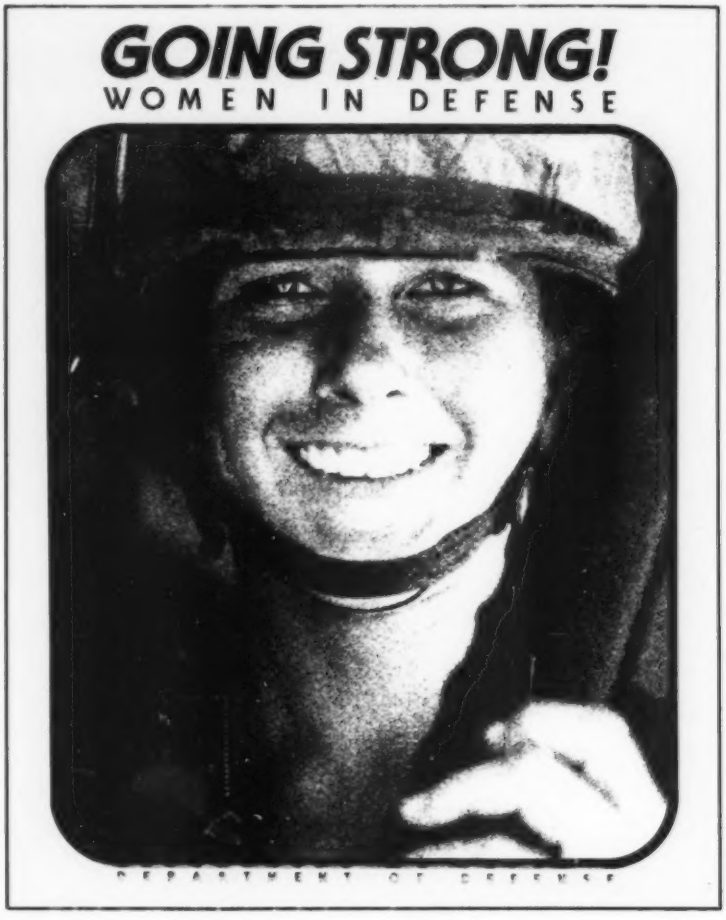
■ **How do you change your address for the Army Reserve Magazine?** If you're a member of the Individual Ready Reserve (IRR) oryou're an Individual Mobilization Augmentee (IMA) call your career advisor (enlisted) or personnel management officer. Use the appropriate toll-free line to St. Louis. If you're assigned to an Army Reserve unit make sure that it has your correct address and that it reports that address "up the chain" after drills. Please don't write or call the editorial office in Washington. We can neither change your address nor acknowledge requests to do so.

■ **Army Reservists whose civilian employers offer good attendance bonuses can't be denied those benefits because of work missed for military duty.** Reservists must be credited for time spent on duty or training exactly as if they were present at work. The news comes from the National Committee for Employer Support of the Guard and Reserve. Watch this issue for extensive information concerning the relationship between civilian employment and membership in the USAR.

■ **Retirement points are no longer retirement points.** They're now called "participation points." The points are accounted for by the Reserve Participation Accounting System. Questions about the system can be sent to: Commander, Army Reserve Personnel Center (ARPERCEN), ATTN: DARP-AIP, 9700 Page Blvd., St. Louis, Mo. 63132.

■ **Appeals to enlist and officer evaluation reports are now received by one board.** The board(s) sits at the U.S. Army Military Personnel Center (MILPERCEN) in Alexandria, Va. Watch for the appropriate personnel reg changes.

■ **At the end of September 1984 the number of Army Reservists assigned to units stood at 255,393.** That figure represents 70,000 more soldiers than appeared on unit rosters in the late 1970s. Plans are that there will be 288,536 unit members in fiscal year 1990.



ABOVE: Vaishvila the student, USAR unit member and ROTC student; RIGHT: Vaishvila the mag mug

Vaishvila Gets Mug on Mag

From 1.5 million women in the Department of Defense, an Army Reservist was picked to be on the cover of the Pentagon's *Going Strong, Women in Defense*.

The smiling face belongs to **Irene Vaishvila,** a Simultaneous membership Program (SMP) member from Arlington, Va. As a Reservist she serves with the 11th Special Forces, Fort Meade., Md. When she's not a part-time soldier she's attending ROTC instruction and pursuing a degree in law enforcement at George Mason University.

Getting involved with the SMP is the reason for her becoming a "cover soldier." "When I joined ROTC, I knew I wanted to round out my officer training with enlisted experience," she says. "So, I enlisted in the USAR with the 11th Special Forces. During basic, the official photographers were wandering around. Little did I know that my face would be on a Defense mag."

Vaishvila is also a part-time life guard at the Pentagon Officer's Athletic Center. She dabbles in the martial arts. She runs 25 miles a week. And, she lifts weights.

All the physical activity hasn't been without mishap. When she went to jump school—to qualify for her 11th Special Forces slot—she busted a leg. "I had to make five jumps to earn my jump wings," she says. "I completed only two jumps at school and had to leave because of the accident. But, the Army allowed me, when my leg healed, to make the remaining qualifying jumps with my Reserve unit. It was great."

Going Strong, Women in Defense has been distributed to Army Reserve units (10,000 copies). The publication can be ordered, with $1.25, from: Superintendent of Documents, U.S. Government Printing Office, Washington,D.C., 20402.

Hodge: Poet, Producer, Iron Pumper

Sgt. 1st Class Hodge is a many-sided man.

Story and photo by Ruby Brumfield

When full-timer **Sgt. 1st Class Douglas Hodge** isn't working in the 97th Army Reserve Command's Office of Strength Management, he's writing poetry. In fact, his first book of poems has been published.

The volume, called *Book of Life*, is a collection of poems dedicated to Hodge's mother-in-law, who died in 1980. Hodge says that he has always wanted to write. "I knew I was on the verge. When my mother-in-law died my wife asked me to say a verse at the funeral. That was the beginning of the book."

Hodge talks about his inspiration. "My poems are about things I see in my mind, as well as things I see around me. When I write, I just let the warm side of me take over."

Like most authors, Hodge is his own worst critic. "There are people who will read my work," he said. "When someone reads my poems, I want that person to see a word picture I've created and think, 'I never saw that before' or 'I understand what he's saying because I've felt that way too.' "

Although Hodge enjoys writing poetry, he's never developed a love of reading other poets' works. "Too often, people think of poetry as something to read and labor over, and it's sometimes difficult to understand what is read," he noted. "I hope what I do is understood. I try not to be abstract or complex."

OTHER OUTLETS

Poetry is just one of Hodge's creative outlets. He also lifts weights and organizes fashion productions that involve music, poetry and dancing.

He has lifted weights for seven years, and most of his lifts are his own creations. Next year he plans to enter a body building contest because "I owe it to myself to participate in just one."

Hodge talks about his "inner clock."

"I seem to have always known that there was something in me that just had to break out. So I offer myself different challenges. And, as I do different things, and find that they are approachable, that gives me confidence that whatever I try next can be done, too."

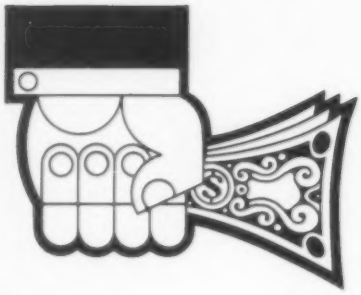
Hodge, whose voice has been used on radio commercials and who has modeled in New York and the Baltimore-Washington area, often organizes cabaret shows. These productions give young fashion designers, actors, dancers, musicians and poets the chance to perform. Last year he organized a show in honor of Black History Month.

RETENTION

In the years he has been in the military, Hodge has recruited over 400 soldiers. "My job now in retention gives me a chance to see that the 400 are getting the best that we can give them", he said. "There is satisfaction in seeing these young people become mature and make decisions."

When his tour with the 97th ends, Hodge plans to expand his writing and production activities. He would like to do more radio commercials and be master of ceremonies on shows. His ultimate goal is off-Broadway.

Meanwhile, Hodge the poet has completed his second volume, *Generations*, which will be out this June. He's working on a third book, titled *Simply Doug*.



The New GI Bill Starts This Summer

When World War II came to an end and a generation of young servicemen resumed civilian life, millions went to college on the G.I. Bill.

Now, 40 years later, there will be a New G.I. Bill (that's the official name). Starting July 1, 1985 Active and *Reserve* members of the armed forces will have a way to help pay for a college education.

ELIGIBILITY

For the Reserve, the New G.I. Bill's benefit will be available for those who *enlist, reenlist* or *extend* their enlistments in the Selected Reserve (in other words, Army Reserve units and Individual Mobilization Augmentee positions) for six years.

If you know someone who's thinking of enlisting in the Army Reserve, here's information you can pass on: those who enlist and apply for the New G.I. Bill must have a secondary school diploma (or equivalency certificate) before completing Initial Active Duty for Training (IADT). Educational assistance will not be granted until individuals complete 180 days of service in the Selected Reserve.

ROTC scholarship students are not eligible for the New G.I. Bill.

If you're *already* a member of the Selected Reserve, read carefully.

If you *enlisted* for six years of Selected Reserve service on July 1, 1983 and your service term comes to an end (ETS) on June 30, 1989, you may extend to become eligible for the New G.I. Bill. You can do so on or after July 1, 1985. The extension must be for a period of two or more years or to June 30, 1991 or beyond.

Keep reading carefully. If you *reenlisted* for six years of Selected Reserve service on March 1, 1985, and your ETS is February 28, 1991, you may reenlist or immediately reenlist on or after July 1, 1985 for a period of three or more months. So, your new ETS would be June 30, 1991 or beyond.

Don't stop reading carefully. If you're a Selected Reserve member and you *extend, reenlist,* or *immediately reenlist* to qualify for the New G.I. Bill, you must act on or after July 1, 1985 and before June 30, 1988.

BENEFITS

So, what are the entitlements? If you're a member of the Selected Reserve—and you're not eligible for the Active Component part of the New G.I. Bill—you can receive as much as $140 per month for full-time school enrollment. You can get $105 per month for three-quarters time enrollment and $70 per month for part-time enrollment. Note that the assistance can be used for 36 months over a period not to exceed 10 years from the data qualify for the benefit—provided you remain a Selected Reserve member in good standing. The "normal" pattern to recieve and use the benefit—on a full-time basis—would be for nine (academic) months for four (college) years.

You choose the college courses. But, the school you attend must be on the Veterans Administration's list of approved schools. Your nearest VA office has the list.

OTHER BENEFITS

There *is* an Educational Assistance Program for Reservists under the present Selected Reserve Incentive Program (SRIP). However, Educational Assistance expires June 30, 1985.

Some who *enlist* in the Selected Reserve may be eligible for the Enlistment Bonus (part of SRIP) as well as the New G.I. Bill. The Enlistment Bonus (half is payable upon completion of IADT; the rest comes at the end of the second and fourth years of enlistment) ranges from $1,500 to $2,000.

Some who *reenlist* may qualify for the Reenlistment Bonus, as well as the New G.I. Bill, if their current terms of service end after July 1, 1985. But, eligibility for the Reenlistment Bonus is based on their current ETS. Extensions or reenlistments undertaken to qualify for the New G.I. Bill could preclude Reenlistment Bonus eligibility.

As things stand now, the New G.I. Bill's benefit will be available only for undergraduate work.

The Army Reserve Magazine will keep you posted on more details as they are known. And, more information will be coming down to units and Army Reserve recruiters through channels.

Watch for IRR Bonus Changes

If you're thinking about reenlisting for the Individual Ready Reserve (IRR)—and hoping to take advantage of the $750 IRR reenlistment bonus—the Army has some good news for you. There is bonus money available—and enlisted personnel managers waiting to help you—at the Army Reserve Personnel Center (ARPERCEN). But there are also some changes coming in the IRR reenlistment bonus program that you need to understand.

When the bonus program began in 1984, soldiers in any of 164 MOSs who reenlisted for three or more years received a $750 bonus. The original bonus worked like this: $650 was paid right away, and two annual $50 payments followed.

But last fall, Congress ordered a change in the way the bonus is paid, a change that is just now going into effect. By the time this issue of *Army Reserve Magazine* reaches you, the bonus will be paid in three equal annual installments of $250 each.

There's another change being considered too. The Army is looking at refining the number of MOSs which you can hold and still be eligible to receive the bonus. No final selection of the MOSs have been made, but the Army leadership believes that only soldiers in the more critical skills—those needed earliest after mobilization—should qualify for the bonus.

Down the road a piece, there's another change coming that reflects that the Army wants more from its IRR bonus recipients.

Under the original rules, bonus recipients agree to train during the second year of a three year reenlistment—and during the fourth and sixth years when the reup is for longer than three years.

But soon, the Army is going to stiffen the training requirement to an annual one, based on a new plan to provide more frequent, more managed, more rigorous training to those IRR soldiers who have the most critical skills.

How does this affect you? If you're an IRR soldier you should have a toll-free chat with the personnel managers at ARPERCEN in St. Louis.

Ask them:

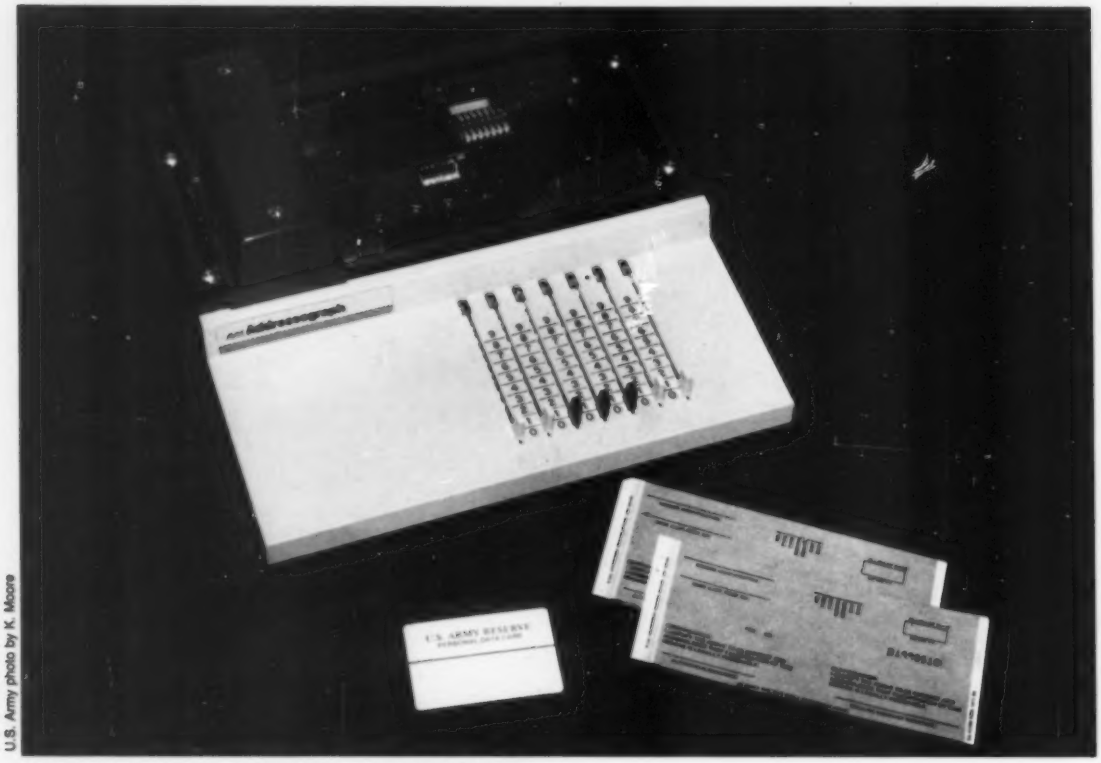
- If you qualify for the bonus
- About the rules of the bonus program
- What your training assignments might be

A list of the managers' phone numbers follows:

The Numbers to call in St. Louis

• Infantry	1-800-325-1878
• Special Forces	1-800-325-4750
• Field Artillery	1-800-325-4730
• Air Defense	1-800-325-4743
• Armor	1-800-325-4731
• Aviation	1-800-325-4759
Aviation Maintenance	1-800-325-4712
• Engineer	
CMF 12	1-800-325-4095
CMF 51	1-800-325-4757
• Communications/ Electronics	1-800-325-4714
	1-800-325-4755
• Military Police	1-800-325-4760
• Military Intelligence	1-800-325-4760
• Health Services	1-800-325-4760
• Personnel	1-800-325-4713
• Administrative	1-800-325-4751
• Logistics	
CMF 54, 55, 92	1-800-325-4752
CMF 76	1-800-325-4072
CMF 94	1-800-325-4753
• Transportation	1-800-325-4758
• Sergeants Major	1-800-325-4754

The managers in St. Louis say that it would be a good idea to have all of your military service documents handy when you give them a call.



U.S. Army photo by K. Moore

Data Imprinter, Personal Data Card and Optical Scan Form

Units Use New Pay Method

A new system for reporting drill attendance for pay is being put into place; all units should be using the new method by the end of May this year.

The streamlining comes as a result of a recommendation by the Government Accounting Office (GAO). Instead of reporting only those individuals absent from drill, units will report only those present.

New features include a special Personal Data Card (PDC) issued to each Reservist, a data recorder (imprinter) similar to those used for credit card transactions, and an optical scan form.

HOW IT WORKS

When a Reservist shows up for a scheduled training assembly, he or she gives the PDC to a clerk who inserts the card and a Drill Recording Form (DA Form 5350) into the data recorder. The clerk adjusts the levers on the imprinter to indicate the type of drill, the number of drills that day and the drill date. The clerk then moves the imprinter lever across the form and card. In this way, the data necessary to pay the Reservist is recorded on the form.

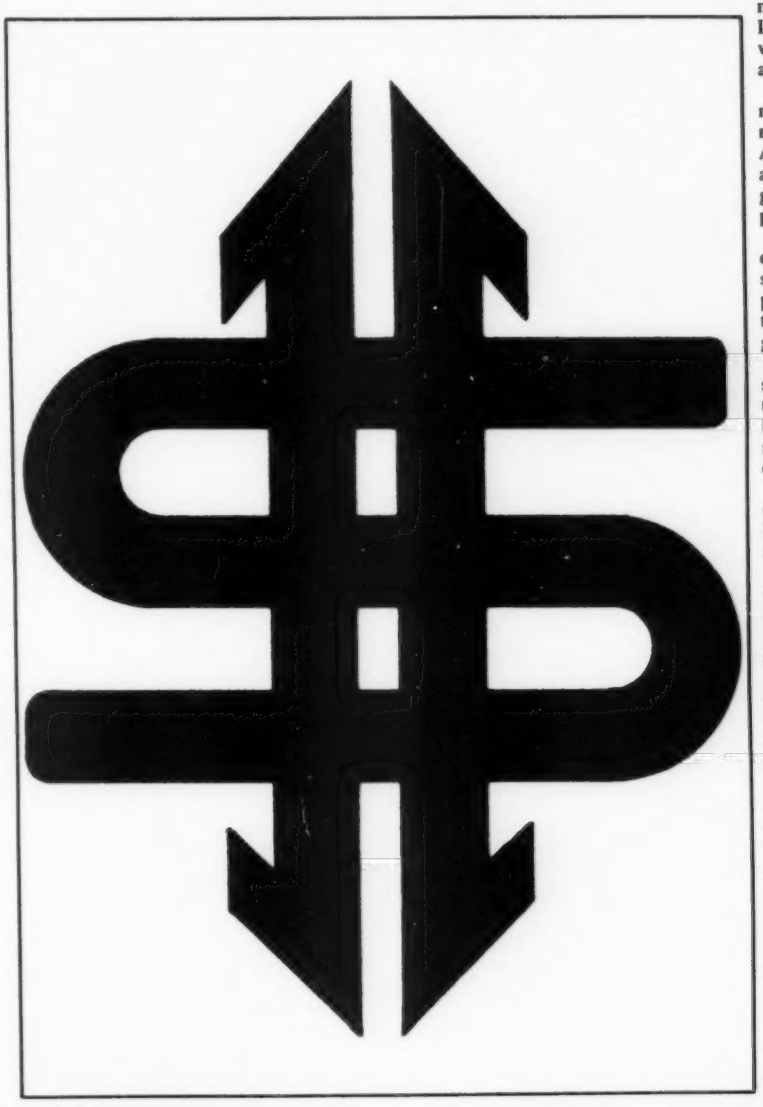
The Reservist reviews the information on the form and signs the form. An individual designated by the unit commander to certify drill attendance countersigns the form; the PDC is returned to the Reservist.

The top copy of the DA Form 5350 is given to the Reservist. One copy is kept by the unit, and the "scanner" copy is mailed directly to the U.S. Army Finance and Accounting Center (USAFAC) at Fort Harrison, Ind., for processing and payment. An optical character reader (OCR) takes the information from the form, and data is posted to the Reservist's pay account.

ADVANTAGES

One improvement the new system brings is that each Reservist gets a copy of his or her drill attendance certification. Another is that the Army will avoid spending about $1 million to buy equipment by centralizing the optical character reading at the Finance and Accounting Center. What the Army dubs a "comprehensive, hands on" training will be provided before the system is implemented.

Army Boosts Pay System with Training & Hotline



The Army Reserve's pay system is complex. Each month, over a quarter of a million soldiers are paid for IDT, ADT, AT, IADT, or fulltime AD; and each month the vast majority of these soldiers are paid accurately and on time.

This is a remarkable accomplishment. The Reserve pay and benefit structure mirrors, in complexity and detail, that of the Active Component; but most Reservists aren't salaried. Most pay transactions are generated separately for specific training periods.

When, for some reason, a soldier doesn't get paid correctly or on time, personnel at all levels of command, the supporting Finance and Accounting Office, and the Army Finance and Accounting Center get involved to help.

Recently, to further improve Reserve pay service and clear persistent bottlenecks such as travel reimbursements and bonus payments, additional training and support have been dedicated to the task, including:

- Increased staffing at the five Reserve pay offices (Forts Riley, McPherson, Indiantown Gap, McCoy and Presidio of San Francisco).
- Development of a streamlined organization to provide better service to supported MUSARCs.
- On-site training for the finance office staff.
- A 40-hour Reserve Pay Training Course for full-time unit personnel at the Army Reserve Readiness Training Center, to help improve the accuracy of input from the units.
- The continued success of the pay system—and a reduction in errors and delays—depends on the involvement of commanders at all levels. To help the commander help the soldier, Reserve pay hotlines are being established at Forces Command Headquarters. Starting on March 1, problems that have not been resolved through normal channels can be addressed to the hotline. Hotline numbers are 1-(800) USAR PAY and, within Georgia, 1-(800) GA UNITS.

Any problem that cannot be resolved by calling the hotline can be addressed directly to Maj. Gen. John M. Brown, FORSCOM DCSCOMPT, at AV 588-3301/3102/2700/3893 or (404) 752-3301/3102/2700/3893.

Ivan Drinks Too Much

by Robert B. Davis

The Soviet Union maintains the world's largest army, a force of more than four million people. The military machine is fed twice a year by a draft. So, every six months, nearly a million 18 and 19-year-olds come into the system. Nearly that many 20 and 21-year-olds leave.

But, the story of a Soviet male's military life doesn't end after his two-year tour in the regular Army. In the USSR each man leaving active duty becomes a reservist (or what the Soviets call a "partisan"). And, he remains a reservist until he is 50.

For 30 years he will be subject to mobilization. Although the Soviet reservist is not subject to drills every month or two weeks of duty in the summer, he can be called into service. The length of the service varies with three age groups. Reservists are in Class I until they are 35, and can be directed to participate in four call-ups. By law, each period can last three months for a Class I reservist. A reservist remains in Class II until he is 45. Those in this category may be required to serve two tours that can last two months each. From age 45 to 50 a reservist is in Class II and can be called up for only one tour of one month.

PROBLEMS

But, how well is the average Soviet reservist trained? What are the every day problems he faces on and off duty?

Here you'll meet two fictitious Soviet reservists who will acquaint you with some of the problems. Both of them are 35 and have been out of the service for 15 years. During their active days they were in the Tank Troops.

Imagine being on a train from Leningrad to the Northern Caucasus Military District Headquarters in Rostov with sergeants Victor Khukov and Yuri Ivanyk. The men are laughing loudly and passing back and forth a nearly empty vodka bottle. These men are not the lean youngsters of the regular army, but are reservists on the way to "flesh out" the unit to which they are assigned. Like their counterparts in the U.S. Army Reserve, Yuri and Khukov have left families and jobs for duty.

But, these men have difficulties. Difficulties peculiar to Soviet reservists.

Listen to them talk.

"How long has it been since you were called ?" Victor asks.

"Not since Poland," Yuri replies as he lights another cigarette off the butt of the last one. "Every time someone needs to be 'liberated' from the snare of capitalism, we mobilize. I don't know how the army expects me to fight. I can hardly walk up two flights of stairs without a long rest."

As are more than three quarters of the Soviet male population Yuri and Victor are heavy smokers. Unlike the United States there is little concern in the USSR about smoking's health risks. The three significant signs of the Soviet male's smoking problem are increases in cancer, emphysema and heart disease. But, Yuri and Victor have another health problem that affects the average Soviet male even more than smoking.

Here's more of the conversation.

"This bottle is almost empty," Victor says as he passes it to Yuri for one last swallow. "It's better that we bring vodka in us than on us anyway. We'll get more when we settle in and learn our way around."

"I won't be able to take this call-up without something to drink," laughs Yuri, downing the last gulp.

ALCOHOL

Although smoking is eroding the Soviet male's health, alcohol abuse is undermining the physical well being of the people as a whole. Since the early 1960s the consumption of alcohol has increased almost 300 percent, although the Soviet population has risen only 25 percent. Today, alcohol abuse is blamed for one third of the loss in worker productivity and the doubling of heart disease deaths over the last decade. It is the primary cause of accidental death and divorce, and it is involved in 80 percent of criminal acts. Victor's and Yuri's drinking habits are a mixture of the Russian custom of two-fisted drinking, escapism and a lack of another way to spend free time. Vodka is plentiful and fairly cheap. Stores that don't stock meat regularly always seem to have an ample supply of vodka. Well over a quarter of the average Soviet family's budget goes for alcohol. Victor and Yuri are average citizens. Therefore, alcohol abuse affects a large part of their lives. Yuri has just lost a close relative to an all-too-common occurrance.

"You know, my brother-in-law should be here today," Yuri says. "He was a real joker."

Victor tries to humor Yuri by saying, "A brother-in-law with a good sense of humor is hard to lose. How is your sister doing after the accident?"

"She is having to go on. Maybe she will get a pension. It is good that she has a job. At least, she has some income. Finding another husband at her age will be hard," Yuri reflects. "The fool was drunk at work and got caught in a press."

"A waste of a good man."

The Soviets call it "premature death." The hard fact is that a large number of Soviet men don't realize their full life expectancy. At present, premature death of a husband, not divorce, is the primary reason why Soviet women become the heads of households.

The Soviet Union is the only industrialized country in which men are dying at progressively earlier ages. The Reservists' age group of 20 to 50 is the hardest hit.

MOONSHINE

Victor and Yuri arrive at the Rostov station late in the evening and catch a supply truck to their casern (military post). On arrival their duty officer checks their orders and looks them over with a critical eye.

"Drunken partisans," he complains. "All we get are drunks who couldn't even hold a weapon steady. Lucky for the Motherland you are going to be digging potatoes."

On their way back to the barracks Victor moans, "Digging potatoes! That is hard work."

"It's better than staying on the casern, marching around and having to take orders from some young lieutenant," Yuri says. "We'll eat even better than back at the casern and there's always *samogon*."

Samogon is the Russian word for illegal moonshine. In the United States moonshine accounts for less than two percent of the alcohol consumed. But, in the Soviet Union over 25 percent of the alcohol consumed is *samogon*. In addition to *samogon* the Soviet soldier drinks a wide variety of substitutes from state-produced alcohol. Anything which is thought to contain alcohol is used, from shoe polish to cleaning fluid. Because of the apparent lack of discretion about what is drunk and the habit of rapidly drinking a huge quantity of alcohol, the number of deaths from alcohol poisoning in the USSR is one hundred times higher than in the U.S. In 1976 less than 400 people died of alcohol poisoning in the States; 40,000 people died of it in the Soviet Union.

IN THE FIELD

Victor and Yuri's first two days are spent in the usual political indoctrination classes for incoming reservists. These sessions give them a chance to catch up on the sleep missed during the train trip. On the third day they gather up their gear, are loaded into a truck, and driven to a nearby farm collective. For the next three weeks they will help harvest potatoes.

They talk during a rest period in the field.

"Are you sure that staying on the casern wouldn't have been easier than this?" Yuri asks Victor.

"Would you rather be running around day and night lugging a pack and a weapon, or be out in the sunshine?" Victor answers. "The food is great, and there is plenty to eat. You can drink. There are no officers to yell at you. The work will do us good."

"I would like to get back in a tank again," Yuri says. "Maybe even get into one of the new models."

"If we ever go to war they will give us all the old equipment and the new men will get all the good stuff," Victor comments. "I'm not sure that I remember how to even start a tank."

During their three weeks of active duty, Victor and Yuri will not fire a weapon, receive training or participate in military exercises. Their training as conscripts occurred 15 years ago and is tarnishing through neglect.

Indeed, the Soviet army stockpiles the equipment that Yuri and Victor trained with as conscripts. However, it would take a long time for the army—with the equipment—to bring Yuri and Victor to full proficiency. This reflects the weakness of the Soviet reserve. The U.S. Army Reserve, on the other hand, tries hard to practice wartime skills in peacetime; there *couldn't* be a retraining "lag" in a rapid mobilization.

Not all Soviet reservists are treated like Victor and Yuri. An officer is particularly subject to regular call-ups for field exercises and other training. An enlisted reservist's civilian occupation can determine if the individual is brought on active duty. A journeyman machinist, for example, is a hard man for Soviet industry to lose and, therefore, may never be mobilized.

The overall picture of the Soviet reservist, painted by Victor Suvorov, author of *The Liberators* and *Inside the Soviet Army*, is one of a huge, rusting machine.

THE LONG TERM

The inconsistent training and waning military experience are problems compounded by alcohol abuse and smoking. Three weeks, say, of refresher training would help Yuri and Victor overcome the inconsistency and fading skills. The health habits affecting these two reservists will be difficult to change. In a society that is short on individual freedoms, drinking and smoking give the average citizen a sense of escape, a sense of control over his life. There seems to be little thought of the long term, detrimental effects.

Robert B. Davis is a psychologist with the U.S. Army Foreign Science and Technology Center in Charlottesville, Va.

CARDIOPULMONARY RESUSCITATION: CPR

Many readers have asked us to repeat the description of CPR steps, a feature that appeared in the Summer 1983 issue; few stories are more deserving of repetition.

You Can Learn CPR.

When a person's heart and lungs stop functioning because of a heart attack, shock, drowning or other causes, it is possible to save his life by administering CPR, or cardiopulmonary resuscitation. CPR provides artificial circulation and breathing for the victim. External cardiac compressions administered manually are alternated with mouth-to-mouth resuscitation in order to stimulate the natural functions of the heart and lungs.

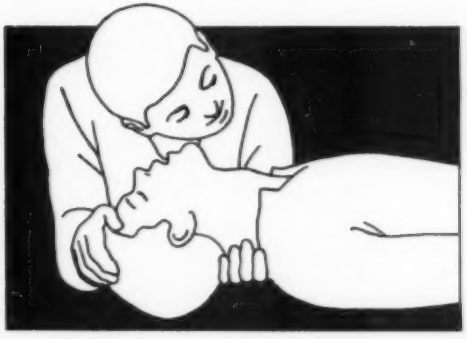
Here's an overview of CPR training and IS NOT INTENDED as a complete guide. Contact your local chapter of the AMERICAN RED CROSS for further information on how to learn this life-saving procedure.

1. DETERMINE IF THE VICTIM IS UNCONSCIOUS

Tap or gently shake the victim's shoulder. Shout, "are you OK?" If there's no response shout "HELP!" (someone nearby may be able to assist). Do the AIRWAY step next.

2. AIRWAY STEP

Place one hand on the forehead and push firmly backward. Place the other hand under the neck near the base of the skull and lift gently. Tip the head until the chin points straight up. This should open the airway. Place your ear near the victim's nose and mouth. LOOK at the chest for breathing movements. LISTEN for breaths and FEEL for breathing against your cheek. If no breathing occurs do the QUICK step next.



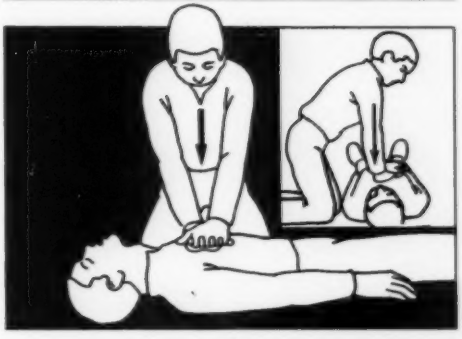
3. QUICK STEP

Give 4 QUICK full breaths, one on top of the other. To do this keep the head tipped and pinch the nose. Open your mouth wide and take a deep breath, making a good seal. Now, give 4 breaths without waiting in between. Do the CHECK step next.

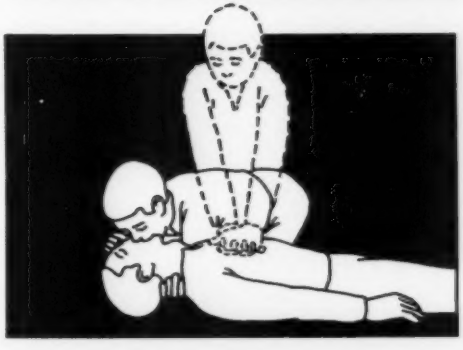
4. CHECK STEP
CHECK the pulse and breathing for at least 5 seconds but no more than ten. To do this, keep the head tipped with the hand on the forehead. Place the fingertips of your other hand on the adam's apple, slide your fingers into the groove at the side of the neck nearest you. If there is a pulse but no breathing give one breath every five seconds. If no pulse *or* breathing is present send someone for emergency assistance (when you're not in the field, you can dial 911 or the operator) while locating proper hand position. Begin CHEST COMPRESSIONS.

5. HAND POSITION FOR CHEST COMPRESSIONS
1. With your middle and index fingers find the lower edge of the victim's rib cage on the side nearest you.
2. Trace the edge of the ribs to the notch where the ribs meet the breastbone.
3. Place the middle finger on the notch, the index finger next to it. Put the heel of the other hand on the breastbone next to the fingers.
4. Put the first hand on top of the hand on the breastbone. Keep the fingers off the chest.

6. CHEST COMPRESSIONS
PUSH straight down without bending your elbows while maintaining proper hand position. Keep your knees shoulder width apart. Shoulders should be directly over the victim's breastbone. Keep hands along the midline of the body. Bend from the hip, not the knees. Keep fingers off the chest. Push down about 1½ to 2 inches. Push smoothly. Count, "1, 2 and, 3 and," etc.



7. PUSH 15-BREATHE 2.
Give 15 compressions at the rate of 80 per minute. Tip the head so the chin points up and give two quick full breaths. Continue to repeat 15 compressions followed by two breaths. Check the pulse and breathing after the first minute and every few minutes there after. NOTE: Do not practice chest compressions on people as this could cause internal injuries.



This information does not take the place of CPR training. Contact your local Red Cross chapter on how you can learn this life-saving procedure.

Medical Pro's: *More Join the USAR but the Shortage Persists*

by Capt. Bob Pratt

Ever hear of "war stopper?" The term rings in the heads of planners in the U.S. medical military establishment.

"War stopper" means that, in combat, inadequate casualty care would cause our armed forces to suffer losses—unacceptable losses.

Analysts used "war stopper" after reviewing the results of a major mobilization exercise conducted in 1983. They cited serious shortages of medical personnel and equipment— particularly in the reserve components—as a major problem.

The Army's worry is this: the lack of medical personnel and units in the Army Reserve and Army National Guard would hamper combat operations in a full-blown mobilization.

The Army would depend heavily on its Reserve Components to provide medical muscle. For instance, the Army Reserve would have to supply 65 percent of all the hospitals and about 40 percent of all other medical units. Right now the units's shortages of surgeons, operating room nurses, nurse anesthetists and enlisted medical technicians is sobering. No group of medical professionals would be more valuable to wounded soldiers.

Keep in mind this fact: physicians, nurses and other medical soldiers *volunteer* for service. There is neither a draft or registration for the draft.

TRYING HARDER

Recent progress has been made in the Army Reserve health care professional situation. In 1983 USAR medical units had 55 percent of their authorized doctors. They now have 67.5 of the required number. Much of the credit goes to 44 full-time (Active Guard/Reserve) Army Medical Department counselors who seek qualified doctors for over 300 USAR medical units in the continental U.S. and Puerto Rico.

KEEPING THEM IN

Once a medical professional joins the Army Reserve, what makes him or her stay in? Money isn't the only consideration. What a professional *does* during Reserve training has an enormous impact. If the work isn't interesting and challenging, the

The Army's medical expertise is stretched thin. The worry is that the lack of professionals and units could have a stunning effect on combat operations. Despite intense recruiting and efforts to make training attractive, retaining professionals in the USAR remains difficult.

U.S. Army photo by 1st Lt. Roberta Ashley

chances are greater that a highly trained individual won't stay on.

"We're obligated to do physicals and provide 'site support' during training. These are necessary but mundane activities, and they can turn doctors off," notes Brig. Gen. John Arkins, commander of the USAR's Minnesota-based 5501st U.S. Army Hospital (Arkins is a professor of medicine in civilian life).

"We have to be inventive. For example, some of my nurses found that weekend drills spent at Veterans Administration hospitals weren't all that fulfilling. VA hospitals tend to be quiet places on weekends. So, arrangements were made to have the nurses spend their time at civilian hospital emergency rooms. There's a lot of action in emergency rooms on weekends. The nurses have their hands full. That's good."

A key to making Reserve unit health care Annual Training productive is the enthusiasm and cooperation extended by Active Army units. "The Active Army medical types," says Arkins, "have been super cooperative with us at AT. We don't work 'beside' them. We work *with* them."

FLEXIBILITY

Many Army Reserve medical units have established affiliations with civilian and military treatment facilities in the search for rewarding training. An example of these arrangements is MEDDETS, or medical detachments.

Under MEDDETS physicians and nurses with critical skills can drill in special detachments of their parent units. The detachments are located near medical schools or teaching hospitals where the training is conducted. MEDDETS have been established in almost every part of the nation. In the near future NURSEDETS—nurse detachments—will be formed at Active Army treatment facilities.

The 1st and 2nd U.S. Armies, in the East, have another option for their physicians in the form of Medical Augmentation Detachments. As with MEDDETS, the idea is to give Reserve medical professionals some training flexibility. For instance, a prominent cardiologist from Long Island, a member of the nearby 77th U.S. Army Reserve Command, is also a participant in the 1st Army program. Recently he served his Annual Training, not with the 77th, but as an individual with the cardiology clinic at Walter Reed Army Medical Center.

Having training options and unusual opportunities is a big factor in retaining Individual Ready Reserve—IRR—and Individual Mobilization Augmentee—IMA—professionals. For instance, IRR physicians have spent Active Duty for Training tours serving in Active Army medical positions, doing many things which they would have to undertake if mobilized during a crisis.

Another effort that helps to retain Army Reserve medical professionals is the Continuing Health Education (CHE) Program. Professionals need to keep their licenses or credentials valid. Under CHE they can get credit by attending a military or civilian training course each year in a paid drill status.

One highly successful effort that should stimulate Army Reserve Medical Corps interest is the new Deployment Medicine Course. Conducted at the Uniformed Services University of Health Sciences in Maryland, the course is designed to help unit-level physicians reduce disease and non-battle injuries. Reserve Medical Corps officers can get more information by calling, toll-free, 800-325-4919.

There are other ways by which the Army Reserve keeps medical talent. An attractive unit attendance policy allows physicians with heavy hospital commitments to be excused from 25 percent of unit drills. Army Reserve physicians can also expect promotions even though higher grade positions don't exist in their units.

Many physicians who stay on enjoy serving in uniform. Many, having made scores of friends, find the idea of leaving painful.

"I have a number of docs," says Arkins, "who know they can't earn 20 good (Reserve retirement) years, who have civilian practices and who don't see much of their families . . . but, they knock themselves out for me."

NEW BLOOD

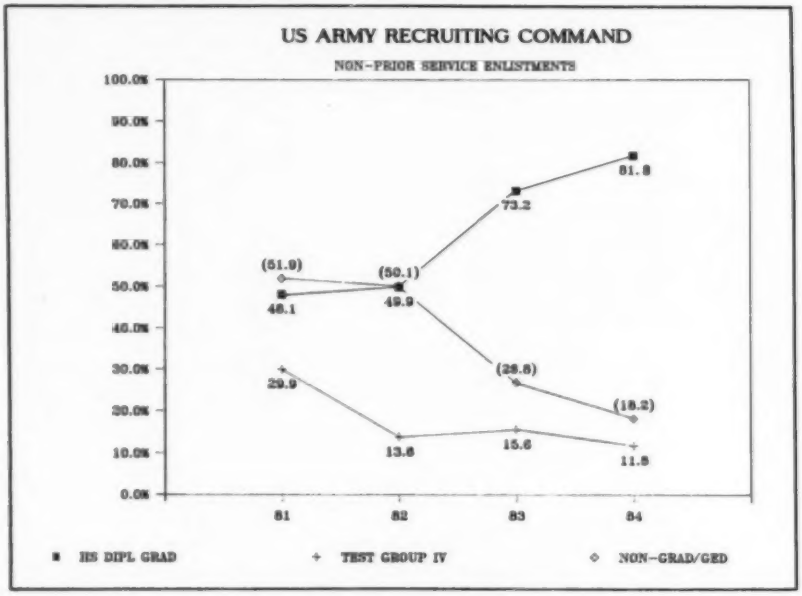
There are also programs designed to attract those working to *become* health care providers. One is the Health Professional Scholarship Program (HPSP). The government pays the tuition and buys the books for medical students, providing a monthly stipend and an opportunity to train 45 days per year. Students incur a military service obligation in return. Another program is the Medical, Osteopathic, Dental and Veterinary (MODV) Program. Reserve unit members training under MODV are guaranteed 45 days of AT which involves clinical experience in Active Army hospitals or other treatment facilities.

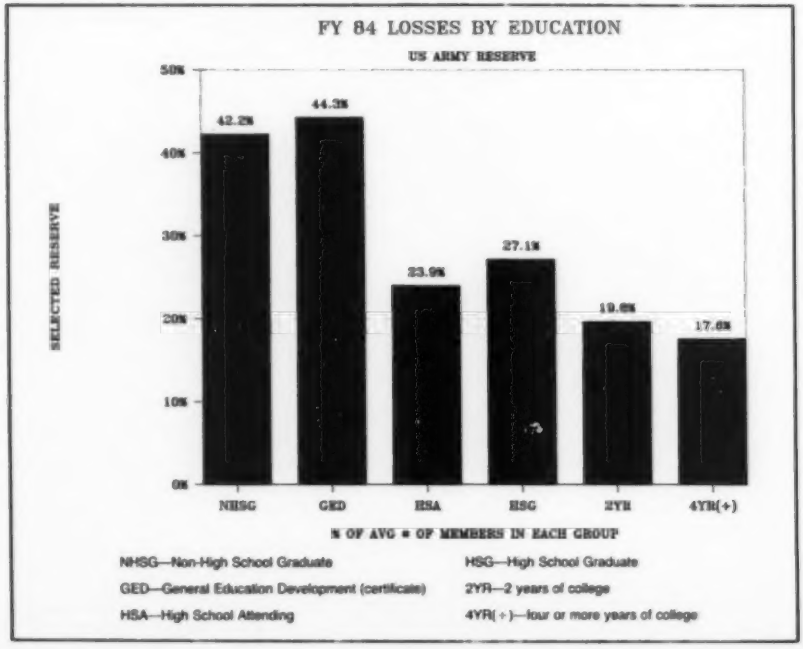
Despite the recruiting efforts and diverse programs, the Army Reserve medical personnel retention problem persists.

The Army Reserve, Army Surgeon General and Defense Department are considering other ways to attract more health care professionals. One idea being examined would, if implemented, make it possible for medical residents to receive retainers. In return, residents would sign a contract and remain "on call" for service during a mobilization or other emergency.

"We're acknowledging," said an Army staffer assigned to the Office of the Assistant Secretary of Defense (Health Affairs), "that we've got to do something about the shortages. Right now."

The USAR People Picture





Retention

What's the PRICE of Losing Soldiers?

by Maj. Larry Swank

This weekend, and virtually every weekend this year, 1,250 enlisted members will leave Army Reserve units. Many of these soldiers will not depart the Army altogether, electing to join the Active Army or the Army National Guard. Still others will serve in the other armed services. Most (about 70 percent) will be transferred to the Individual Ready Reserve to serve the remainder of their military service obligations. The weekly cost of replacing these soldiers ranges from $12 million to $18 million. This is one reason why a major effort is being directed at reducing losses from Army Reserve units.

NON PRIOR SERVICE

Another reason for the renewed emphasis on retention is the escalating cost of recruiting non-prior service soldiers. As you can see in the first chart, the U.S. Army Recruiting Command (full-time Reserve recruiters) has been doing an excellent job. In fiscal year (FY) 84, enlistments of members classified as high school graduates (HSG) was above 80 percent, 34 percent higher than in FY 81. During that same period, enlistments of applicants with Mental Category Group IV scores (the lowest scores allowable on the Armed Services Vocational Aptitude Battery) fell below 12 percent, an 18 percent reduction. So, the first steps *have* been taken to reduce unit losses.

SHRINKING POOL

The second chart shows that members who enter the Army Reserve at or above the high school level are more likely to stay in the Army Reserve. However, the market, or pool of available young people is shrinking. Some communities have experienced a reduction of 20 percent or more in the number of prospective recruits over the last five to 10 years. The reduced pool is the result of the fact that fewer men and women are in the 17-21 age group (nationally) and that many families and individuals relocate, seeking sunny climates, employment or both. To make matters worse, competition between the Defense Department and civilian employers for the attention of talented young people has never been higher.

Replacing lost soldiers will become *more* difficult over the next 10 years.

READINESS

The most important reason for retaining our qualified soliders is readiness for mobilization. Replacing a trained soldier takes six to 18 months, or more. High loss rates inhibit many units from becoming ready. For this reason alone, Army Reserve leaders at all levels will be called upon to retain more skilled men and women.

In that light, there's a recent recommendation from the Army Science Board that calls on Reserve squad-level leaders and platoon-level sergeants to improve their ability to spot junior soldiers' problems early—and then act on the problems or pass the problems on to unit commanders.

Another Defense Department study of Reserve units notes that the conditions which foster low losses stem from the application of well-established leadership principles. Ultimately, the retention problem must be solved unit by unit.

How To Stay in the USAR AND Keep Your Civilian Job

by Maj. Art House

A number of years ago, the editorial offices of this magazine took a morning call from a young Reservist. He was calling from Miami—at his own expense—and he had quite a tale to tell. He told us how he was just home from more than a year's tough training, where he'd made his greatest dream come true: he'd become a Green Beret.

"Until I read your story about employer support, I never knew I could take time off from work for jump school and Special Forces training," he said. "And now I've done it!"

He told us that reading our story brought about the best thing ever to happen in his military career; the officer who then edited this magazine notes that hearing the young man's story was one of the best things ever to happen to him.

In the following pages, we're going to tell the employer support story anew, outlining your rights and responsibilities, and those of your employer. Plus, we'll suggest ways to keep the boss enthusiastic about your service in the Army Reserve. And—for those times when your civilian job responsibilities and military duties conflict—we'll suggest how to work things out.

***

According to studies conducted for the Department of Defense, your civilian job—and your civilian boss's attitudes—have a lot to do with your Army Reserve career.

A study by the Rand Corporation revealed that only family and leisure time pressures drive more members out of Army Reserve units than employment conflict.

Another, by the behavioral analysts at LaBrie Associates, showed that where bosses oppose their employees' Reserve duties, the members leave in droves. The LaBrie study disclosed that while more than 70 percent of the Reservists with hostile bosses quit the service, only 36 percent of those with supportive bosses opt out.

The studies, which are now several years old, confirm what Reserve commanders had known for years before: when full-time job responsibilities and part-time Reserve duties go head-to-head, the Reserve duties lose out.

For more than a decade, the Department of Defense has worked to ease the problem by trying to win the enthusiasm of the nation's employers for their employee's service in the Reserve forces. The program, conducted by DOD's National Committee for Employer Support of the Guard and Reserve (NCESGR), began modestly in 1972, with a staff of five serving under the honorary chairmanship of James Roche. Mr. Roche lent national prestige to the work; he was then the recently retired chairman of the board of the General Motors Corporation. Due in part to Mr. Roche's widespread contacts with corporation leaders, the early years of the program concentrated on enlisting the support of the captains of industry.

Over the years, the program has grown into a localized, nationwide effort directed as much at managers and supervisors as at the heads of firms and agencies. Now, some 2,500 volunteer committee members—most of them prominent employers—serve on NCESGR's 54 state-level employer support committees. Alongside the civilians are senior Guard and Reserve commanders from each state, who also lend their time to the work.

The volunteers are backed by a 25-member Washington-based staff, most of whom are themselves National Guardsmen and Reservists.

The program includes national public service advertising, a toll-free problem-solving hotline for questions and complaints, awards and recognition for supportive employers, employer visits to military installations and training, speakers bureaus, close ties with employer trade and professional associations.

All the committee's work is for one purpose: to keep you and your boss happy about the Army keeping you in uniform.

Here's the committee's advice on how you can keep the boss on your side:

- **Keep the boss informed.** Don't make your boss guess about your Reserve duties. The more you share with the boss—and the earlier you share it—about drill schedules, annual training plans, reemployment rights and rules, any extra time-off requirements, the easier things will go. *(See the checklist chart on page 23 for a complete rundown.)*

- **Understand the law.** Federal law guarantees you the right to take time off from work to attend to your military responsibilities. There are some conditions *(See the chart on rights and responsibilities on page 24)*, but the more that you, your

boss—and your personnel office—know about the federal laws and legal precedents that spell out Reserve reemployment rights rules, the less chance there is for misunderstanding.

• Reward the boss for supporting your service.

The Department of Defense will send your boss—through your unit commander—a personally prepared certificate of appreciation, just for the asking. The certificate comes mounted in a handsome folder, bearing the Department of Defense's seal embossed in gold. And, the stronger your boss's support, the higher the likelihood of receiving a higher award. Each state employer support committee presents plaques to the state's six most supportive employers each year; and, the National Committee presents the prestigious PRO PATRIA award to a handful of the nation's most supportive employers each year. *(Use the form letter on page 22 to nominate your boss, and to discover details of the NCESGR awards program.)*

• Know where to turn for help.

NCESGR has employer support committees in every state, the District of Columbia, Puerto Rico, the Virgin Islands and Guam. Many of these committees have local representatives in congressional districts, even down to the community level. And, the National Committee operates a toll-free hotline for information and problem-solving, (800) 336-4590. The 800-line is manned during normal business hours in Washington, Monday through Friday, by experts who know all there is to know about the reemployment rights of Reservists. And, in those toughest problem areas where even NCESGR's help is not enough, the United States Department of Labor operates field offices around the country where you can seek legal assistance. *(See the chart on page 26 for detailed information about employer support reps in your state, and, on page 25, locales of Department of Labor field offices.)*

• Use your head.

While the law guarantees you the right to take time off from work for military duties, you'll only harm your career by abusing the law's protections. Many callers to NCESGR's 800-line are employers with tales of woe about Reservist-employees who ask for time off at the last moment, or about employees who depart repeatedly for lengthy training tours in addition to their weekend drill and unit training commitments. And other callers reveal themselves as seasoned exploiters of the law. A proud Reservist once bragged to a NCESGR ombudsman that he volunteered "for every school and training tour I can find to get me away from this dump."

This sort of shenanigan not only ruins relations between the boss and the employee, but it also poisons the employer's perceptions of all service in the Guard and Reserve.

• Invite your boss to sign the Statement of Support.

NCESGR would be happy to issue you a Statement of Support for the Guard and Reserve, a large format Department of Defense certificate. Signators promise to allow their employees to take time off from work for military duties without penalty, and pledge to promulgate their support throughout the company or agency. The statement is a handsome document, worthy of framing; in fact, there are more than 350,000 signators now on file, and many of them proudly display the statement in corporate headquarters.

There's another good reason for getting the boss to sign a statement: the document's text includes lots of good information about the need for the Guard and Reserve as a ready—but economical—alternative to more expensive full-time forces in the nation's defense establishment.

• Call the Experts, Free.

Make use of NCESGR's toll-free line (800) 336-4590 with any question, problem or need about employer support. The NCESGR staff can help you with answers, information, handouts, names of local contacts, awards.

The toll-free line cannot be reached from places overseas, or from phones within the state of Virginia. Not to worry: the staff accepts inquiries, *collect*, on (202) 696-5305.

CALL ON US

ESGR

NATIONAL COMMITTEE FOR EMPLOYER SUPPORT OF THE GUARD & RESERVE

Suite 206
1735 North Lynn Street
Arlington, VA 22209

(800) 336-4590
(Autovon) 226-5307
(202) 696-5307

Make Your Boss a Hero

A good way to keep the support of your boss—and help develop the support of civilian bosses around the country—is to pat him or her on the back. Use the format you see on the right. Note the instructions.

Make Your Boss A Hero

My boss supports my membership in the Army Reserve, and I would like to express my thanks. I hereby nominate my boss for an employer support certificate of appreciation, and I would appreciate consideration for a higher award.

My name _____

My address _____

_____

My employer's name (firm, individual, or both) _____

_____

Employer's address _____

_____

I am a (Reserve unit member) (Individual Mobilization Augmentee) (Member of the Individual Ready Reserve).

My Reserve unit * _____

Reserve unit address* _____

_____

Reserve unit commander* _____

*Individual Mobilization Augmentees (IMA) and members of the Individual Ready Reserve (IRR) are special cases. NCESGR will send the certificate directly to you, for presentation to your boss, unless you'd prefer to have your military superiors involved. In that case, IMAs may show their active duty unit of assignment, and their military supervisors's name. Members of the Individual Ready Reserve may list, Commander, ARPERCEN, 9700 Page Blvd., St. Louis, MO 63132. Otherwise, IMAs and IRR members should leave these blocks blank.

My boss deserves an award because;

(Use additional paper, if required. The better you state the case, the better chance that your boss will receive not only a certificate, but a higher award as well.)

Mail To: **Awards Officer**
National Committee for Employer Support of the Guard and Reserve
1735 N. Lynn Street
Arlington, VA 22209-2082

Keep THE BOSS Informed

Most employment conflicts can be avoided by being candid with your employer about the scope and schedule of your Reserve duties. Avoid problems by taking the time to talk with your employer about the following topics:

- **Drill Schedules**

Most units meet on the same weekend of each month, with schedules adjusted only to avoid holiday conflicts and when annual training intervenes. Let your boss know—both orally and in writing—when you're expecting to be absent from work. And let the employer know as early as you know.

- **Annual Training Schedules**

Most units have their AT schedules locked in months in advance. Make sure that the boss finds out as fast as you do. And, if there is any talk going around about your serving on an advance party—or of the AT period lasting longer than two weeks—share what you know with your employer immediately. Even if some of the details are iffy.

- **Extra Training**

When your unit is authorized additional training, or if you need or ought to go away for resident training at an Army School, let the boss know. The law (see the story on page 24) guarantees you the right to necessary time off, *but you must request it in advance*. You'll take a lot of the sting out of your absence if you help the boss plan for it.

- **The law.**

The bad information that's floating around about the legal reemployment rights of members of the National Guard and Reserve would fill far more pages than does the law itself. Basically, when you're a permanent employee of any private firm or public agency, you *must* be granted the time off—that you request—for military duty.

Rumors to the contrary abound. One, based upon a complete distortion of a judge's ruling, has it that any Reservist who goes away for more than 90 days training loses all job rights. Not so. Another has it that if the Reservist volunteers for training, he or she has no right to reinstatement to the job. Not so.

The best thing to do is to copy the chart on page 24 of the magazine (You and Your Boss's Rights and Responsibilities), and give it to your boss and personnel department. Then, call NCESGR's toll-free line, 800-336-4590, for any fine tuning you or your boss require.

- **Your duties.**

No matter what your military assignment, you ought to tell your boss about it. Many people hold down military jobs that relate directly to their civilian careers; if yours is one of these, your boss ought to be pleased that you're learning and practicing military skills that can pay off on the job. And, even if your Army duty is something far afield from your civilian work, sharing the details can impress your boss. You're not just sitting around every weekend; you're using your spare time working at a demanding second career, a job with tremendous importance to your community and your nation.

And that's quite an indication to the folks at work that you're the kind of person who seeks out—and can handle—serious responsibility.

You and Your Boss's Rights and Responsibilities

• You have a right to go to training.

Federal law, Chapter 43 of Part III of Title 38, U.S. Code, says that if a Reservist requests time off from work to attend military duty (initial active duty, inactive duty training, Annual Training, active duty for training, or extended active duty), the employer must grant it.

The rules apply to all permanent employees (full- or part-time) of all private firms and agencies, and of government, federal, state or local. They do *not* protect temporary employees of any company or public employer.

• Your boss has a right to know that you need time off.

You cannot waltz away from the job for military training without asking for the time off. Failing to show up for work because of Army Reserve duties—without having cleared the absence first—loses you your reemployment rights.

Your boss has to let you go, but you have to ask first. And, good sense dictates that you not wait until the last minute to ask. But, if an eleventh hour requirement comes up, or you simply forget or neglect to ask ahead, the boss is still required to let you off even if it's just a moment before you need to leave.

• You have a right to your vacation—in most instances—in addition to your absences for military duty.

Except in a single instance, your boss cannot require you to use your earned vacation to cover your military training time. Nor may the boss pressure you to use it voluntarily. Only when your workplace shuts down for a standard vacation time (as sometimes happens in the coal industry and at some manufacturing plants) that happens to run during your training period, can you be required to take vacation on military duty time.

And, if vacation is granted based upon your years of employment, you continue to accrue vacation time without regard to time spent away on military duty.

If, on the other hand, you accrue vacation based on the number of hours or days you actually work, any time you spend away from the job on military duty does not count towards vacation accrual.

• You can train as often as you need to, for as long as you need.

The law puts no limit on how often you can leave work for military training, or for the length of time you can be away on training status.

(But, if you leave work for extended active duty—which is something legally different from active duty for training—you can return to your job for up to four years after you left.)

The fact that the law's broad protections set no limits on the frequency or length of training continues to amaze some employers. "You mean," thundered one personnel manager to a NCESGR ombudsman, "this kid can leave here any time the Army wants to train him?"

"Yes," said the ombudsman.

"Well I never heard anything like that in the 30 years I spent in the Army," quoth the boss, who then admitted to being a retired colonel.

• Your boss has a right to have you back when training is complete.

You must report back to work the first day following completion of your training, plus any required travel time.

• You can't be fired or discriminated against because of your Reserve membership or duties.

Once you're hired, you cannot be let go, or denied benefits or promotion opportunities because you're a Reservist.

• You continue to accrue seniority.

When you return to work after your military duty, you must be treated as if you had never been gone. You must be reinstated with the seniority, status, vacation, rate of pay that you'd have earned if you were continuously on the job.

• Your employer does not have to pay you for time spent on military duty.

Though many firms and governmental units provide full or partial pay to employees absent on military duty—usually for a set period of time—the law does not require such generosity. The Department of Defense urges employers to consider any measure—such as continued pay—that will encourage employees to stay in the Reserve, but there is no legal requirement to continue any portion of a salary of an employee who is not actually on the job.

• Your employer does not have to reschedule your work.

If you miss scheduled work because of Reserve duty, your boss is not obligated—under law—to give you other work to make up for it. For instance, if your workdays include the weekend when you're scheduled for Army Reserve drill, you're entitled to go to drill. But your employer doesn't have to provide you with two additional work days in place of the two you missed.

Again, The Department of Defense urges employers to do whatever they can to help Reservists stay in uniform—to include rescheduling missed work. But, no law requires it.

• You're entitled to another job if you get hurt.

If you become disabled on military duty, and you can't perform your old civilian job, your employer must give you a job with the same seniority, status and other benefits—or as close as possible—to the job you can no longer perform. There's a big "if" on this, though—the requirement exists if another job exists. The law does not require an employer to create a new job that you can handle despite your disabilities.

• An employer has the right to refuse to hire you because you're in the Army Reserve.

The protections of the law apply to people already hired. The law does not prohibit employers from discriminating against Reservists seeking work, only against those already in their employ.

Where to Turn for Help

• **Your unit commander.**

If you've got any kind of a problem about taking time off from work for military training, tell your unit commander first. Then, there are other places to turn as well:

• **The National Committee for Employer Support of the Guard and Reserve, 1735 N. Lynn Street, Arlington, VA 22209-2082.**

Write or call toll-free 800-336-4590 (or collect, 202-696-5305 from Virginia or overseas) for any question on reemployment rights, awards for employers, speakers, information brochures, or anything at all about Employer Support.

• **Your state committee for employer support.**

If you'd prefer to deal with your local employer support representatives, or have a matter of state or local concern, get in touch with your state chairman.

• **Your state committee for employer support.**

If you'd prefer to deal with your local employer support representatives, or have a matter of state or local concern, get in touch with your state chairman:

• **The United States Department of Labor.**

NCESGR can help you with basic reemployment rights information. If you need additional help, you can get it from area offices of the Department of Labor's Office of Veterans Reemployment Rights.

U.S. Department of Labor Offices

Albany, NY 12240
State Office Bldg. Campus
Building 12, Room 503
Tel: 518-472-4415

Atlanta, GA 30367
1371 Peachtree St., N.E.
Room 326
Tel: 404-881-3673

Boston, MA 02203
John F. Kennedy Federal Bldg.
Government Center, Room 506
Tel: 617-223-0918

Chicago, IL 60604
230 South Dearborn St.
Room 1060
Tel: 312-353-0970

Columbus, OH 43216
OBES Building
145 South Front St.
Tel: 614-466-2768

Dallas, TX 75202
555 Griffin Square Bldg.
Room 204
Griffin and Young Streets
Tel: 214-767-4987

Nashville, TN 37201
301 James Robertson Parkway
Room 317
Tel: 615-741-2135

New Orleans, LA 70113
T9009 Postal Service Bldg.
701 Loyola Ave.
Tel: 504-589-2195

New York, NY 10036
1515 Broadway
Room 3719
Tel: 212-944-3259

Perrine, FL 33157
840 Perrine Avenue
Tel: 305-238-7861

Philadelphia, PA 19106
U.S. Customs House, Room 240
Second and Chestnut Streets
Tel: 215-597-1664

Pittsburgh, PA 15222
Federal Building, Room 302
1000 Liberty Avenue
Tel: 412-644-4011

Denver, CO 80294
1961 Stout St.
Federal Office Bldg.
Room 1480
Tel: 303-844-2165

Detroit, MI 48202
7310 Woodward Ave.
Suite 407
Tel: 313-876-5613

Indianapolis, IN 46204
10 North Senate Ave.
Room 330
Tel: 317-232-6804

Kansas City, MO 64106
911 Walnut St.
Room 803
Tel: 816-374-7151

Los Angeles, CA 90015
1525 South Broadway
Room 337
Tel: 213-744-2288

Madison, WI 53701
GEFI, Room 240
201 East Wash. Avenue
Tel: 608-266-3110

St. Paul, MN 55101
390 North Robert St.
Room 537
Tel: 612-296-3665

San Francisco, CA 94102
450 Golden Gate Avenue
Room 9411
Tel: 415-556-2334

Seattle, WA 98174
909 First Avenue
Room 3104
Tel: 206-442-4831

Trenton, NJ 08625
Labor and Industry Bldg.
John Fitch Plaza, Room 1106
Tel: 609-292-2930

Washington, DC 20001
500 C Street, N.W.
Room 322
Tel: 202-639-1076

More Help

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Attorney

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Alyeska Pipeline
Anchorage, Alaska 99152
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Newspaper Publisher

Employer Conflict Questions?

Call Barb Bacon

Reservists—and their employers—call the employer support toll-free helpline perhaps 15 times a day. They're seeking answers to questions about their rights to take—and their responsibilities to grant—time off from work for military duty.

The person who most often picks up the phone is Col. Barbara Bacon, a veteran Air Force Reservist who's been handling these tricky—and often controversial and emotional—inquiries for more than a decade.

When callers speak to Col. Bacon, they've reached *the* expert. There is simply no one else in the Department of Defense who knows more about the subject of Reserve reemployment rights.

That stands to reason, because she's been in the employer support business longer than any other member of the Armed Forces. When The National Committee for Employer Support of the Guard and Reserve opened its doors in June, 1972, then-Maj. Bacon was one of the five charter members of the staff. Originally assigned as the staff's admin officer, she picked up the burgeoning ombudsman duties three years later. Since that time, she has handled more than 6,500 employment conflict cases, and responded to tens of thousands of routine requests for information.

Because of her unique experience, the Department of Defense has interceded with the Air Force—time and time again—to renew her assignment to the committee staff. Plans are for her to retire from the Air Force—and from her committee assignment—next summer.

Col. Bacon earned a direct commission in Aug. 1957, and served on active duty until a skiing accident disqualified her—for the time being—from further active duty in 1961. She then pulled Reserve duties in civil defense work, liaison responsibilities with the Civil Air Patrol, and inspector general assignments before her recall to active duty in the spring of 1972.

Col. Bacon has three grown children and is twice a grandmother. She is an avid equestrienne and animal lover whose household menagerie once numbered a dozen cats.

When we visited with her—between telephone calls—at the National Committee's offices in suburban Washington, D.C., she reported that there are but eight cats currently in residence at the Bacon home in nearby, historic, Manassas, Va.

ARM: *You've handled thousands of employer support problems. If you had to pick the type that pops up most often, what would it be?*

Col. Bacon: The ones we get most often are problems with weekend drills. Shiftworkers who have to go to work on weekends run into all kinds of problems: their bosses simply refuse to let them off work—which the employer is required to do under law, or the Reservist expects that the employer will reschedule missed regular work or overtime—neither of which the law requires.

ARM: *Do you get lots of calls from employers too?*

Col. Bacon: Oh, sure. The two most typical calls from employers are the ones checking to see if their personnel policies line up with the law, and the ones complaining about employees who are gone—in their boss's opinion—too often.

ARM: *What do you tell an employer who questions the need or frequency of a worker's military duty?*

Col. Bacon: We explain that the law protects a Reservist's right to train, but that if the training comes at a particularly bad time at work, we encourage the boss to call the unit commander to see if the training could be rescheduled to another time.

(At this point in the interview the phone rang; it was a Reservist who needed to show her employer a copy of the reemployment rights law. Col. Bacon promised to send one.)

ARM: *We keep hearing that there was a policy out that said that Reservists who went away for training for more than 90 days lost all reemployment rights. We know that's not the case, but how did that word get out?*

Col. Bacon: That one was a real mess. In one federal district court case—Lee vs. Pensacola—a judge ruled against a Reservist who had sought reinstatement to his job as a city policeman. Though the law does not limit the duration or frequency of training, this particular judge found for the employer because he ruled that the Reservist's absence—which was for a number of months—was "unreasonable." Now, because the law is silent on the issue of a time limit for training absence, no one knew what kind of standard should be considered "reasonable."

So, briefly, a Department of Labor policy stated that "reasonable" meant less than 90 days of training, exclusive of weekend drills, annual training, and initial active duty for training, in any three year period.

The word got around; some corporations actually wrote the 90 day business into their personnel policies. But the policy simply

Col. Barbara Bacon, an Air Force Reservist, has been in the employer support business longer than anyone in the Department of Defense. She's the one who most often picks up the phone at the National Committee for Employer Support of the Guard and Reserve; she's handled more than 6,500 employment conflict cases.

Photo by Art House

would not stand up to legal scrutiny, and some legislative and administrative directives caused Labor to drop the policy.

ARM: *So there's no limit?*

Col. Bacon: No, not according to the law. But the Lee vs. Pensacola decision was not appealed, so there is no final precedent on what constitutes a "reasonable" training absence. Right now, Labor advises Reservists to only volunteer for training that is either MOS-related, or in a skill required by their unit.

ARM: *Most of the conflicts are caused by employers, but a lot of them are prompted by Reservists who seek to abuse the law, right?*

Col. Bacon: Absolutely. A common example is school employees who—honestly—could train during the summer, but who volunteer for training during the school year instead. And, we hear from some real creeps who call seeking ways to make things difficult for the bosses.

ARM: *What's the worst example you can think of?*

Col. Bacon: We had one, years ago, that was actually kind of funny. We called it the "Where's Charley?" case. A Reservist went away for two weeks annual training then called in to his boss to ask for additional time off for more training. The employer granted it, but when a couple of more calls for extensions came in, the guy's boss called us for help. Soon, the man's wife called too, trying to find her husband, who, by this time, had been gone a long time. So we called down to the post where the guy was supposed to be training, and found out that he wasn't there. In fact he hadn't been there since his unit's annual training period ended. He'd just disappeared.

ARM: *Did anyone ever find him?*

Col. Bacon: Not that they ever told us. We still wonder: "Where's Charley?"

ARM: *We hear that there is a continuing problem with the Postal Service.*

Col. Bacon: Postal workers who are scheduled on weekends have the same right to take time off for military duty as anyone else, and the headquarters of the Postal Service is very quick to follow up on any complaints. About nine out of 10 cases they look into for us end up being resolved on the side of the Reservist. But we get quite a few complaints because the word does not always reach all of the postmasters, and many of them have a real problem trying to fill all the slots on weekends. It's exactly the same kind of problem we find with weekend shift workers everywhere.

ARM: *Are there any problems you can't solve?*

Col. Bacon: Once in a while. Sometimes an employer is just absolutely adamant and won't let the Reservist off, even after we advise him on the law. Then we have to turn things over to the Labor Department for further action.

ARM: *How do you advise Reservists to avoid employer conflict?*

Col. Bacon: That's an easy one! Cooperate and communicate! Give the boss plenty of advance notice of training; let the boss know what you're doing when you're away on military duty; and realize that the boss has problems too and try to work your training around major conflicts.

ARM: *You've had some very satisfying moments working these problems out for Reservists and employers. Any stand out as special?*

Col. Bacon: Oh there've been lots, but I remember one special one. One fellow had had an 18-month-long problem trying to get time off for weekend drills. We sent him an information packet about the law and reemployment rights, and that's all it took. The employer became cooperative right away and the man's problem disappeared. Quickly and simply.

ARM: *Thanks for your time, Ma'am.*

WE WANT TO SALUTE THE MEMBERS OF YOUR OTHER UNIT.

We mean the unit that's stationed in your home. The people who make sure you get up in time to make our morning roll calls. We've written a booklet just for your family, because when you became a member of the Army Reserve, they did, too.

It's titled "The Whole Family Benefits," and it explains all of the benefits available to Reservists' families. The immediate benefits like PX shopping and low-cost life insurance. And the long-term benefit of retirement income.

A copy of "The Whole Family Benefits" is available from your Retention NCO. Pick up a copy for your family. They're as important to us as you are.

ARMY RESERVE. BE ALL YOU CAN BE.

Reservists strain in a tug-of-war competition during the recent 3rd Annual USAR-Hawaii Organization Day at Fort DeRussy.

U.S. Army photo by Spec. 4 Susan Dunmire

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